

08 FEB

Mr. Phillip S. Hughes
Assistant Director of Legislative Reference
Bureau of the Budget
Washington 25, D. C.

Attention: Mr. William B. Cannon

Dear Mr. Hughes:

As requested in your memorandum of 15 February, we have reviewed the proposed policy statement concerning the utilization of older workers in the federal service.

This statement of policy is not inconsistent with our present practices in recruitment and in-service actions and we see no need to propose modifications to accommodate any special requirements of our service. As you may know, we have found it necessary because of the extraordinary demands placed on our employees to encourage their retirement as a general rule as soon as they attain eligibility to retire under the optional provisions of the Civil Service retirement system. We are also now seeking legislative authority to provide a retirement system comparable to that of the Foreign Service for those of our employees who serve under comparable conditions.

It perhaps should be noted that the major part of our recruitment activity is focused on younger age groups. This reflects our efforts to recruit new personnel on a career basis rather than to serve in any specific position; such career employment contemplates the training and development of a relatively long period of time and competitive advancement within the career group. However, we have also provided for non-career appointments to permit us to take advantage of the talents and abilities of specially qualified individuals for whom career employment would be infeasible because of age or of other considerations.

Within this framework, we concur in and endorse the proposed policy statement which would insure the consideration of older workers on the basis of their qualifications alone.

Very truly yours,

SIGNED

John S. Warner
Legislative Council

Distribution: O&L - Addressee
1 - Leg Counsel
1 - Executive Director

Originator

Director of Personnel

50X1

JD BOTTOM

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CENTRAL INTELLIGENCE AGENCY OFFICIAL ROUTING SLIP					
TO	NAME AND ADDRESS			DATE	INITIALS
1	Executive Director				
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ACTION		DIRECT REPLY		PREPARE REPLY	
APPROVAL		DISPATCH		RECOMMENDATION	
COMMENT		FILE		RETURN	
CONCURRENCE		INFORMATION		SIGNATURE	
Remarks:					
<p>The attached request from BOB for comments on the policy of utilizing older workers in Government indicates a deadline of A. M. Monday, 18 Feb., presumably 12 o'clock. This was received here at approximately ten minutes to 12 and was immediately dispatched to Echols with the hope that our views can be sent to BOB this afternoon.</p>					
John S. Warner					
FOLD HERE TO RETURN TO SENDER					
FROM: NAME, ADDRESS AND PHONE NO.				DATE	
STATGC/LC 7 D 07				18 Feb 63	
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EXECUTIVE OFFICE OF THE PRESIDENT
BUREAU OF THE BUDGET
WASHINGTON 25, D. C.

February 15, 1965

LEGISLATIVE REFERRAL MEMORANDUM

TO: Legislative Liaison Officer
 Department of Agriculture
 Department of Commerce
 Department of Defense
 Department of Health, Education, Welfare
 Department of the Interior
 Department of Justice

 Department of Labor
 Post Office Department
 Department of State
 Department of the Treasury
 Atomic Energy Commission
 Central Intelligence Agency ✓
 Tennessee Valley Authority
 Veterans Administration

SUBJECT:

Attached is a statement on age discrimination in Federal employment which is being considered for issuance in connection with the tentatively scheduled Presidential Message on Aging. Your comments are requested by Monday A.M. (Feb. 18). Inasmuch as no final decisions have been made as to its issuance, the attached statement should be considered as a confidential matter. The Bureau of the Budget would appreciate receiving the views of your agency on this subject before advising on its relationship to the program of the President.

- () In order to permit expeditious coordination and clearance in accordance with Circular A-19, it is requested that your reply be made within thirty (30) days.
- (XX) Special circumstances require that this be handled as a priority matter and that your views be received - A.M. Monday, Feb. 18.

Questions should be referred to Mr. William B. Cannon Bureau of the Budget, code 113, extension 3617.

William B. Cannon

for Assistant Director for
Legislative Reference

Enclosures
copy, statement

DRAFT

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THE WHITE HOUSE

Washington

February 1963

POLICY ON UTILIZING OLDER WORKERS
IN THE FEDERAL SERVICE

In my ~~most~~ message to the Congress transmitting my recommendations relating to a program for our older citizens, I pointed out that it is the policy of the Federal Government as an employer to evaluate each job applicant on the basis of ability, not age. This policy is intended to assure that the Government obtains the best possible talent from the widest range of choice.

The Federal Government has been an exemplary employer in this regard. The absence of an age restriction on appointment to competitive positions has encouraged employing officers not to overlook potential employees because of irrelevant considerations. Nevertheless, with older persons constituting an ever increasing proportion of the Nation's work force and with growing evidence that older persons are capable of high level productive work, Federal appointing officers should make doubly certain that older persons are in fact being given equal consideration for employment and advancement in the competitive service. Personnel actions should be based, in accordance with merit principles, solely on the ability of candidates to meet qualification requirements and physical standards of the position to be filled.

With respect to Federal personnel systems outside the competitive service, I ask that these same principles be followed wherever possible. I further ask all departments and agencies to review their policies and practices regarding maximum age limits in other than the competitive service, and to take steps to insure that such limits are established only when absolutely necessary.